



Embassy of the United States of America

Guatemala City, Guatemala

August 31, 2015

**VACANCY ANNOUNCEMENT
15-025**

OPEN TO: All Interested Candidates

POSITION: Registered Professional Nurse
FSN-8 / FSN-9**, FP-6 / FP-5 **

OPENING DATE: September 1, 2015

CLOSING DATE: September 16, 2015

WORK HOURS: Full-time (40 hours per week)

SALARY: *Ordinarily Resident (OR): Position Grade FSN-8 / FSN-9**
Q166,647.00 p.a. - FSN-8**
Q194,277.00 p.a. - FSN-9**

*Not-Ordinarily Resident (NOR): Position Grade: FP-6 / FP-5**
\$45,487.00 USD p.a. - FP-6**
\$50,883.00 USD p.a. - FP-5 **

** Incumbent will be hired at a grade FSN-9/FP-5 if he/she possesses a Nursing degree, possesses a U.S. Registered Nurse license or equivalent, and meets the experience requirement. Incumbent will be hired at a grade FSN-8/FP-6 if he/she has a Nursing degree, possesses a U.S. Registered Nurse license or equivalent, but without the required experience.

NOTE: ALL NOT ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED RESIDENCY PERMIT AND VALID WORK PERMIT TO BE ELIGIBLE FOR CONSIDERATION. PLEASE REFER TO THE DEFINITIONS SECTION AT THE END OF THIS ANNOUNCEMENT.

The U.S. Embassy in Guatemala is seeking an individual for the position of **Registered Professional Nurse** at the Health Unit.

BASIC FUNCTION OF THE POSITION:

This position functions as a fully credentialed/licensed professional nurse in the host country. The position is located in the Embassy Health Unit (HU) and is under the direct supervision of the Medical Provider (MP). The position will provide the full range of professional nursing services to American and occupational health services to Locally Employed staff.

Please request a copy of the complete position description which lists other duties, responsibilities and qualifications which will also be considered during the hiring/interview process which is available in the Human Resources Office by sending an email to GuatemalaRecruitment@state.gov

QUALIFICATIONS REQUIRED:

NOTE: All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

1. Incumbent must be a graduate of a professional nursing school or college in the U.S., Guatemala or other country that has the equivalent of RN training in the U.S. (to be confirmed by the FSHP) and be fully credentialed/licensed from that country.
2. At least two years of experience in hospital or outpatient nursing is required. If applicant does not meet the required experience, please refer to note on page 1.**
3. Level III (good working knowledge) speaking/reading English is required. Level IV (fluent) speaking/reading (Spanish) is required. Candidates will take proficiency tests.
4. Must have basic knowledge (Level III) of computer skills in Microsoft Excel, Word and Outlook is required. Candidates will take proficiency tests.
5. Must have knowledge of up-to-date nursing science and technology and must be familiar with American nursing standards of care. Incumbent must be able to administer adult and pediatric immunization program according to current CDC standards.
6. Must have strong interpersonal skills. Must have skills and ability to perform at the fully functional level in the Health Unit with confidence. Must be able to work independently at times.

SELECTION PROCESS

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. The candidate must be able to obtain a **LOCAL** security clearance.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Cover letter requesting to participate in the selection process (include name of position and number of vacancy announcement).
2. Universal Application for Employment (UAE) (DS-174 form); please download form from the Job Opportunities section in the Embassy's website <http://guatemala.usembassy.gov>

3. A current resume or curriculum vitae that provides the same information found on the UAE (*see Appendix B*); or
4. A combination of both; i.e. Sections 1-24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; plus
5. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
6. Any other documentation (e.g., copy of Guatemalan DPI, driving license, certificates, awards, letters of recommendation) that addresses the qualification requirements of the position as listed above.

SUBMIT APPLICATION TO:

Human Resources Office
Attention: Carolina Burbano
American Embassy Guatemala
7a. Calle "A" 7-01 zona 10

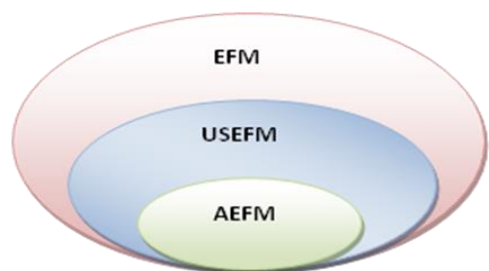
CLOSING DATE FOR THIS POSITION: SEPTEMBER 16, 2015

The U.S. Mission in Guatemala provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation.

The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Appendix A –DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. Eligible Family Member (EFM): An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;

- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. U.S. Citizen Eligible Family Member (USEFM): For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. Appointment Eligible Family Member (AEFM): EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and

Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and

- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. Member of Household (MOH): An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

5. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,

- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. Ordinarily Resident (OR) – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

Failure to do so will result in an incomplete application.

- a. Position Title
- b. Position Grade
- c. Vacancy Announcement Number (if known)
- d. Dates Available for Work
- e. First, Middle, & Last Names as well as any other names used
- f. Current Address, Day, Evening, and Cell phone numbers
- g. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- h. U.S. Social Security Number and/or Identification Number
- i. Eligibility to work in the country (*Yes or No*)
- j. Special Accommodations the Mission needs to provide (*Yes or No; if yes provide explanation*)
- k. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class / Type
- l. Days available to work
- m. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- n. U.S. Eligible Family Member and Veterans Hiring Preference
- o. Education
- p. License, Skills, Training, Membership, & Recognition
- q. Language Skills
- r. Work Experience
- s. References